



Leadership Snohomish County

Chief Leadership Officer

Overview

Founded in 1998, Leadership Snohomish County (LSC) is a local nonprofit committed to county-specific leadership development. Historically known for its 9-month signature program, LSC has graduated talented and motivated professionals who are informed about local issues and ready to engage in the community for the long term. Thanks to the generosity and support from alumni and the greater Snohomish County community, LSC is able to offer its expansive training at a low cost. Between distinctive leadership programs and special events, LSC brings together professionals and community members from across all sectors to examine critical issues that impact Snohomish County and work together to create a thriving community.

OUR MISSION

LSC builds a community of authentic leaders, providing programs that center equity and foster leadership skills for life.

OUR VISION

Connected communities that continuously evolve to dismantle inequitable systems

OUR VALUES

SERVICE | COMMUNITY | INTEGRITY | EQUITY | PASSION | COLLABORATION

KEY STATS

25 years celebrated with this graduating class 1000 alumni will cross our ranks this year.

Job Description: Chief Leadership Officer Position

Leadership Snohomish County seeks a strategic and creative leader who will cultivate and inspire an effective community of leaders. Reporting to the Leadership Snohomish County (LSC) Board of Directors, the CLO is responsible for furthering LSC's vision, mission, and Board policies and objectives, as well as managing day-to-day operations.

The ideal candidate for the Chief Leadership Officer (CLO) at Leadership Snohomish County (LSC) is a collaborative community builder with a proven ability to bridge gaps across disparate viewpoints. They excel in diplomacy and exercise tact, laying a non-partisan foundation that allows them to relate to a wide spectrum of individuals, irrespective of race, politics, or religion. Known for their prowess in resource development, the candidate is fervently passionate about LSC and has an established record of broadening fundraising capacities, tapping into various streams such as individual donors, corporate sponsorships, and foundations.

Adept at challenging the status quo, this individual possesses a thoughtful demeanor coupled with the courage and determination to introduce and champion new ideas. Their confidence never wavers, yet they're attuned to the pace at which change should be implemented. Equity stands as a core value for this candidate; they uphold high levels of cultural competency, are committed to engaging diverse communities, and navigate conversations around leadership, anti-racism, and community engagement with non-partisan sensitivity.



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They're visionary, presenting forward-thinking strategies for LSC's future, and are endowed with the communication skills needed to galvanize wide-reaching support for such visions. Adept at mobilizing volunteers, they value this segment as a cornerstone for LSC's overall success, capable of tapping into volunteers' individual skills and guiding them towards LSC's goals. This candidate is not only proficient in daily operational management but also excels in strategic planning, policy advisement, and program implementation. They will provide strong leadership to staff and volunteers, and serve as a compelling spokesperson for LSC. In essence, they are principled, authentic, and ethical—attributes complemented by their knack for direct, honest, respectful, and empathetic communication. With a keen focus on civic engagement, they bring a successful track record in leadership and fundraising, all wrapped up in a steadfast commitment to diversity, equity, and inclusion.

Position Type: Contracted Part-Time (32 hours/week) with potential for Full-Time

Salary Range: \$68,567.00 to \$87,730.00

Benefits: Does Not Currently Include Benefits

Location: Must reside in the King or Snohomish County Area (HYBRID)

Application Deadline: October 20, 2023

This role is designated as a CONTRACTED (1099) position and starts with part-time employment at 32 hours per week. The salary will be commensurate with the successful candidate's qualifications and experience. While the contracted role does not initially come with benefits, there is scope for expansion into a full-time benefitted position, depending upon budget.

Responsibilities

Leadership

- Collaboratively develop and refine LSC's vision, mission, values, strategic goals, and operating policies with the Board.
- Serve as the Board's strategic counsel by providing essential information and tools for governance.
- Create and manage annual operating plans and budgets aligned with Board objectives.
- Advocate for social justice, diversity, equity, and inclusion within the LSC community.
- Stay updated on relevant local and national community leadership programs to incorporate best practices into LSC.
- Guide and support various committees and task forces including, but not limited to, Alumni, Education, Executive, Finance, Marketing, Sustainability, Program, Events, and Racial Justice.
- Provide direct leadership, supervision, and guidance to staff and volunteers.

Resource Development and Community Relations

- Represent LSC across private, public, and nonprofit sectors to further organizational goals.
- Oversee marketing and the annual recruitment of program candidates.
- Develop and implement an annual fundraising plan.
- Build and maintain a robust network of alumni and volunteers.

Operations and Fiscal Oversight



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- Advise and support the Finance Committee.
- Oversee preparation of annual budgets and monthly financial reports.
- Make recommendations concerning program tuition and fees.
- Mentor staff and manage their professional development and performance.

Ideal Candidate Profile

Experience

- A proven track record in working with a Board of Directors, staff, and a diverse network of volunteers.
- Demonstrated success in fundraising and corporate partnerships.
- Strong commitment to diversity, equity, and inclusion.
- Effective relationship-building skills across sectors.
- Solid fiscal management experience.

Qualities and Competencies

- Collaborative community builder.
- Resourceful in development and fundraising.
- Ability to challenge the status quo thoughtfully.
- Strong commitment to equity as a core value.
- Inspirational vision for LSC's future.
- Proven ability to engage and motivate volunteers.

How to Apply

All applications will be seriously considered and must include the following:

- A cover letter of no more than 2 pages outlining your professional interests, passions, and their relevance to LSC's mission.
- Responses to the following questions:
 1. Why are you interested in the CLO role at LSC?
 2. What makes you the best candidate for LSC's future?

To apply, email your resume and cover letter as Microsoft Word, PDF, or text attachments to jobs@leadershipsc.org.

Equal Opportunity Employment

LSC is an inclusive and equal opportunity employer, committed to building a diverse workforce that reflects the full richness of our community. We actively welcome candidates of all backgrounds, experiences, and perspectives to apply. We prioritize the capabilities, talents, and experiences an individual brings to the role, and we assess applicants based on how closely their qualifications align with the needs of the position. We believe that what you are capable of achieving is what truly matters.